

FY05 Air Force Reserve Colonel Line and Non-Line
Selected Reserve Mandatory Promotion Board
18-23 October 2004
FACT SHEET

This fact sheet provides data that indicates competitiveness for selection at this board. Due to the quota nature of the promotion board process driven by the needs of the Air Force, the data is different from year to year. Therefore, this data may not be a reliable predictor of selection at future boards. The fact sheets are organized by competitive category. Selected Reserve (SelRes) officers are considered separately from those not in the SelRes (Cat E and S7).

The first set of data presented is the promotion recommendation received from the senior rater via AF Form 709 *Promotion Recommendation*: DP - Definitely Promote and P - Promote. The second set indicates currency of the Officer Performance Report (OPR). The first of this set is latest OPRs with close-out dates within 1 year of the convening date of the board. The next is latest OPRs closing out between 12 and 18 months of the board convening date. The last is OPRs that close-out between 18 and 24 months of the board.

The next set of data is participation in terms of Satisfactory R/R Years. A satisfactory year, or a good year, is indicated by 50+ participation points earned in the last reported year. The next category is good years for both of the last two reported years. Likewise, the next category is good years for the last three reported years.

The next set is Developmental Education (DE) completed and recorded by the date the Officer Selection Briefs for the board are printed (the week before the board). Senior Developmental Education (SDE) is the requisite level for the colonels board.

Next we present Advanced Degree information. For the Line, BSC, MSC and the Nurse Corps, the categories are master's degree or better (e.g., Ph.D.), professional degrees, bachelor's plus (represents significant work toward an advanced degree), and bachelor's degree only. For JAG, Chaplain, Medical Corps and Dental Corps we break down the professional degrees.

The next group is highest decoration in the record: Meritorious Service Medal (MSM) or higher, Air Medal, Aerial Achievement Medal, Air Force Commendation Medal (AFCM), Air Force Achievement Medal (AFAM), and no decorations received at least equivalent to AFAM or higher. Equivalent joint decorations and equivalent decorations from other services are also counted here.

The next group is Commander information. The two commander categories are Sitting Commander and Commander Experience as determined by AFSC information (duty, primary, secondary and tertiary information).

The last group is Duty AFSC information. The categories are 4-level (staff), 3-level (qualified / aircraft commander), 2-level (intermediate / qualified pilot), 1-level (entry / student) and 0-level (special duty / reporting identifiers). These categories exclude sitting commander numbers.

Statistics for three groups in each competitive category are presented: the Overall board, those in-the-promotion-zone (IPZ) who are meeting that reserve board for the first time, and those above-the-promotion-zone (APZ) who have previously met the Board. Percentages in the "Considered" column refer to those considered by the promotion board while percentages in the "Selected" column refer to those selected for promotion by the board. For example, in the

Overall group, of the 1041 Line lieutenant colonels considered by the board 54% (557) completed SDE while all of the line officers selected for promotion by the board completed SDE.

DO NOT ASSUME that “filling the squares” in the tables will guarantee a promotion!!!

The members of the promotion selection board use the “Whole Person Concept” and consider the entire record of each individual. Not all those who completed SDE were selected, a few officers were selected who did not complete SDE.

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LINE						
	OVERALL		IPZ		APZ	
	Considered 1041	Selected 207	Considered 459	Selected 128	Considered 582	Selected 79
DP	43%	100%	50%	100%	37%	100%
P	55%	0%	47%	0%	61%	0%
Top OPR close-out within 1 Year of board	82%	89%	83%	89%	81%	90%
Top OPR close-out 1-1 1/2 Years of board	14%	9%	12%	9%	15%	9%
Top OPR close-out 1 1/2-2 Years of board	2%	2%	2%	2%	2%	1%
1 Satisfactory R/R year (1 year previous)	98%	99%	97%	98%	98%	100%
2 Satisfactory R/R years (2 years previous)	95%	97%	94%	97%	97%	97%
3 Satisfactory R/R years (3 years previous)	95%	96%	93%	96%	96%	96%
SDE Completed	54%	100%	56%	100%	52%	100%
IDE as Highest DE Completed	36%	0%	35%	0%	38%	0%
BDE as Highest DE Completed	8%	0%	8%	0%	9%	0%
No DE Completed	2%	0%	2%	0%	2%	0%
Masters Degree +	60%	82%	64%	87%	56%	73%
Second Professional Degree	<1%	0%	0%	0%	<1%	0%
First Professional Degree	2%	3%	2%	3%	3%	3%
Bachelors Plus	5%	1%	6%	2%	4%	1%
Bachelors Degree	32%	14%	28%	9%	36%	23%
MSM or Higher Awarded	90%	99%	90%	98%	89%	100%
Air Medal as Highest Award	2%	0%	1%	0%	2%	0%
Aerial Achievement as Highest Award	1%	1%	1%	2%	<1%	0%
AFCM as Highest Award	7%	0%	6%	0%	7%	0%
AFAM as Highest Award	1%	0%	<1%	0%	1%	0%
No Decorations - AFAM or Better	<1%	0%	1%	0%	<1%	0%
Sitting Commander	17%	33%	21%	34%	14%	30%
Commander Experience	29%	48%	33%	48%	26%	49%
4-level DAFSC (Staff)	41%	47%	40%	43%	42%	54%
3-level DAFSC (Qualified)	34%	16%	31%	19%	36%	11%
2-level DAFSC (Intermediate)	1%	0%	1%	0%	1%	0%
1-level DAFSC (Entry)	1%	0%	1%	0%	2%	1%
0-level DAFSC (Special Duty)	6%	3%	6%	4%	6%	3%

OVERALL: The select rate for the overall Selected Reserve Colonel Line was 20%.

The major significant discriminating factor between those selected and those considered in the overall line was receipt of a Definitely Promote recommendation from the senior rater. Those with a "DP" were selected at a rate of 46%. No one was selected without a DP.

Completion of SDE followed receipt of a DP in significance. The select rate to colonel for Line lieutenant colonels who completed SDE was 37%. No one was selected without SDE completed.

Completion of an advanced degree, experience as a commander, and current position as a commander were all significant discriminators. Those with an advanced degree completed had a 27% select rate. Those who had experience as a commander were selected at the rate of 33% while sitting commanders had a select rate of 38%.

A Meritorious Service Medal or higher as highest decoration, an OPR in the record closing out within one year of the board, and a current 4-level (staff) position were all slight discriminators.

All those selected had received a DP and had completed SDE. Eighty-five percent of those selected had completed an advanced degree (masters or higher) or had completed a professional degree.

IPZ: For those meeting the Line SelRes Colonels Board for the first time, the select rate was 28%.

Receipt of a DP was the major significant discriminating factor in the IPZ between those considered and those selected. Those, in the IPZ, who received a DP from the senior rater had a 55% select rate.

Completion of SDE closely followed the receipt of a DP in significance as a discriminating factor between IPZ selects and those considered. The select rate for those IPZers who completed SDE was 50%.

The other significant discriminators were, again, completion of an advanced degree, experience as a commander, and a current position as a commander. Those in the IPZ who had completed an advanced degree or completed a professional degree had a select rate of 38%. Forty-six percent of the sitting commanders in the IPZ were selected while those with commander experience in the IPZ had a select rate of 41%.

A Meritorious Service Medal or higher as highest decoration and an OPR in the record closing out within one year of the board were both slight discriminators.

All those selected in the IPZ received a DP and had completed SDE. Of those selected 90% had completed an advanced degree.

APZ: The above-the-zone select rate was 14%.

Again, the recommendation from the senior rater was the major discriminating factor in the APZ. Those with a DP had a 37% select rate.

The completion of SDE was also a large discriminating factor. Those with SDE completed had a 26% select rate.

Commander experience was also a significant discriminating factor in the APZ line as was completion of an advanced degree, sitting commander, a 4-level (staff) position, and an MSM or higher as highest decoration. Those with commander experience in the APZ had a 25% select rate. Those with an advanced degree completed had a 17% select rate. Sitting commanders in the APZ were selected at the rate of 29%. Those with a 4-level DAFSC had an 18% select rate. And those with an MSM or higher in their records had a 15% select rate.

An OPR in the record closing out within one year of the board was a slight discriminator.

All those selected had a DP and had completed SDE. Seventy-six percent of the APZ selects had completed an advanced degree.

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NURSE CORPS						
	OVERALL		IPZ		APZ	
	Considered 116	Selected 19	Considered 38	Selected 11	Considered 78	Selected 8
DP	21%	100%	34%	100%	14%	100%
P	78%	0%	66%	0%	83%	0%
Top OPR close-out within 1 Year of board	73%	89%	76%	91%	72%	88%
Top OPR close-out 1-1 1/2 Years of board	21%	5%	16%	0%	23%	13%
Top OPR close-out 1 1/2-2 Years of board	3%	5%	5%	9%	1%	0%
1 Satisfactory R/R year (1 year previous)	96%	100%	95%	100%	96%	100%
2 Satisfactory R/R years (2 years previous)	94%	100%	92%	100%	95%	100%
3 Satisfactory R/R years (3 years previous)	93%	100%	92%	100%	94%	100%
SDE Completed	18%	79%	21%	64%	17%	100%
IDE as Highest DE Completed	35%	21%	45%	36%	31%	0%
BDE as Highest DE Completed	23%	0%	21%	0%	24%	0%
No DE Completed	23%	0%	13%	0%	28%	0%
Masters Degree +	51%	68%	66%	91%	44%	38%
First Professional Degree	1%	5%	0%	0%	1%	13%
Bachelors Plus	3%	0%	3%	0%	3%	0%
Bachelors Degree	38%	21%	24%	9%	45%	38%
MSM or Higher Awarded	72%	95%	71%	100%	72%	88%
Aerial Achievement as Highest Award	1%	0%	3%	0%	0%	0%
AFCM as Highest Award	20%	5%	18%	0%	21%	13%
AFAM as Highest Award	3%	0%	5%	0%	3%	0%
No Decorations - AFAM or Better	4%	0%	3%	0%	5%	0%
Sitting Commander	2%	5%	0%	0%	3%	13%
Commander Experience	3%	16%	3%	9%	4%	25%
4-level DAFSC (Staff)	4%	11%	5%	18%	4%	0%
3-level DAFSC (Qualified)	94%	84%	95%	82%	94%	88%

OVERALL: The select rate for the overall Selected Reserve Colonel Nurse Corps Board was 16%.

The major differentiating factor between those Nurse Corps lieutenant colonels considered by the board and those selected was the receipt of a DP from the senior rater. Those with a DP had a 79% select rate. No one was selected to colonel without a DP.

Also of major significance was the completion of SDE. Those with SDE completed had a 71% select rate. Those with IDE as highest DE completed had a 10% select rate. No one was selected without at least IDE completed.

Other significant differentiating factors were an MSM or higher as highest decoration, an advanced degree, top OPR closing out within one year of the board, and commander experience. Those with an MSM or higher in the record had a 22% select rate. Those with an advanced degree or a professional degree completed were selected at a 23% rate. Those with an OPR closing out within one year of the board had a 20% select rate. Seventy-five percent of those Nurse Corps lieutenant colonels with commander experience were selected for promotion to colonel.

A 4-level (staff) DAFSC and 3 consecutive years of satisfactory participation in the last three reported years were both slight discriminating factors.

Although only a slight differentiating factor those Nurse Corps officers with the four-level DAFSC had a 40% select rate. Eighty-eight percent of those officers with a DP and SDE completed were selected. All the selects had received a DP and had three consecutive years of satisfactory reserve participation in the latest three reported years.

IPZ: For those meeting the Nurse Corps SelRes Colonels Board for the first time the select rate was 29%.

The major significant discriminating factor was receipt of a DP from the senior rater. Those in the IPZ with a DP had an 85% select rate.

Another discriminating factor with high significance was the completion of SDE. All but one Nurse Corps member with SDE completed was selected. Those who completed IDE as highest DE completed had a 24% select rate.

The other significant factors were a Meritorious Service Medal or higher as highest decoration in the record, completion of an advanced degree, top OPR in the record closing out within one year of the board and a 4-level (staff) DAFSC. Those with an MSM or higher in the record had a select rate of 41%. An advanced degree earned a 40% select rate in the IPZ Nurse Corps. An OPR closing out within one year of the board had a 34% select rate while both officers with a 4-level DAFSC who met this board were selected.

Three consecutive years of satisfactory participation in the latest three reported years prior to the board and commander experience both were slight discriminating factors.

All those in the IPZ who had received a DP and who had completed SDE were selected for promotion to colonel. All the IPZ selects had received a DP, held an MSM, and had completed three consecutive years of satisfactory participation in the latest reported years prior to the board. All but one of the IPZ selects had completed an advanced degree.

APZ: The “above-the-zone” select rate in the Nurse Corps board was 10%.

The major discriminating factor between those considered and those selected was again the receipt of a DP. Those with a DP had a 73% select rate.

Completion of SDE closely followed the receipt of a DP in significance. Those who completed SDE had a 62% select rate.

Other significant factors were commander experience, an OPR closing out within one year of the board and an MSM or higher in the record. Two-thirds of those with commander experience

were selected. Those with a current OPR had a 13% select rate and those with an MSM in the record had a 13% select rate.

Sitting commander and three consecutive years of satisfactory AF Reserve participation emerged as slight factors.

All those in the APZ who were selected had received a DP, completed SDE, and had completed three consecutive years of satisfactory participation in the latest reported years prior to the board.

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MEDICAL CORPS						
	OVERALL		IPZ		APZ	
	Considered	Selected	Considered	Selected	Considered	Selected
	121	15	27	4	94	11
DP	28%	93%	30%	100%	28%	91%
P	70%	7%	70%	0%	70%	9%
Top OPR close-out within 1 Year of board	74%	93%	63%	100%	77%	91%
Top OPR close-out 1-1 1/2 Years of board	17%	7%	19%	0%	16%	9%
Top OPR close-out 1 1/2-2 Years of board	5%	0%	11%	0%	3%	0%
1 Satisfactory R/R year (1 year previous)	95%	100%	96%	100%	95%	100%
2 Satisfactory R/R years (2 years previous)	88%	93%	81%	100%	89%	91%
3 Satisfactory R/R years (3 years previous)	81%	87%	70%	75%	84%	91%
SDE Completed	19%	93%	15%	100%	20%	91%
IDE as Highest DE Completed	15%	0%	30%	0%	11%	0%
BDE as Highest DE Completed	2%	0%	7%	0%	1%	0%
No DE Completed	64%	7%	48%	0%	68%	9%
Masters Degree +	2%	0%	4%	0%	2%	0%
Third Professional Degree	11%	0%	0%	0%	14%	0%
Second Professional Degree	36%	47%	37%	25%	35%	55%
First Professional Degree	49%	53%	56%	75%	47%	45%
Bachelors Degree	2%	0%	0%	0%	2%	0%
MSM or Higher Awarded	58%	100%	67%	100%	55%	100%
Air Medal as Highest Award	1%	0%	0%	0%	1%	0%
AFCM as Highest Award	24%	0%	15%	0%	27%	0%
AFAM as Highest Award	6%	0%	7%	0%	5%	0%
No Decorations - AFAM or Better	12%	0%	11%	0%	12%	0%
Sitting Commander	1%	0%	4%	0%	0%	0%
Commander Experience	1%	0%	4%	0%	0%	0%
4-level DAFSC (Staff)	2%	0%	7%	0%	0%	0%
3-level DAFSC (Qualified)	94%	100%	78%	100%	99%	100%
1-level DAFSC (Entry)	2%	0%	7%	0%	1%	0%

OVERALL: The select rate for the overall Selected Reserve Colonels Medical Corps Promotion Selection Board was 12%.

The major significant discriminating factor between those selected and those considered was completion of SDE. Those with SDE completed were selected at the rate of 61%.

SDE complete was followed by receipt of a DP from the senior rater in significance. Those with a DP had a 41% select rate. One officer who received a P was selected for promotion to Colonel (the only Selected Reserve officer to make it with a P on this board). SDE ended up as a more

important discriminating factor than DP received since more Medical Corps lieutenant colonels completed SDE than received DPs although the number selected in each category was the same.

Other significant differentiating factors were an MSM or higher in the Officer Selection Record, an OPR closing out within one year of the board, and having completed a second professional degree. Those with an MSM had a 21% select rate, those with a current OPR had a 16% select rate while those with a second professional degree completed were also selected at the rate of 16%.

Three years of satisfactory participation in the latest three years prior to the board was a slight differentiating factor as was a 3-level (qualified) DAFSC. All selects had a 3-level DAFSC.

IPZ: The select rate for those Medical Corps lieutenant colonels meeting the board for the first time was 15%.

The four IPZ selects were the only officers in the IPZ considered who had completed SDE. As well as SDE complete, the four selected had received a DP, had an OPR closing out within one year of the convening date of the board, had two years of consecutive satisfactory reserve participation in the last two reported years, and had a Meritorious Service Medal or higher in the record.

APZ: The above the zone select rate was 12%.

Completion of SDE was the major discriminating factor. Those in the APZ with SDE completed had a 53% select rate.

Receipt of a DP followed SDE completion in significance. Those who received a DP from the senior rater had a 38% select rate.

Other significant discriminating factors were an MSM or higher in the record, completion of a second professional degree, and an OPR closing out within one year of the board. Those with an MSM or higher had a 21% select rate. A second professional degree earned an 18% select rate. Those with an OPR closing out within one year of the board had a 14% select rate.

Three consecutive years of satisfactory participation in the last three reported years emerged as a slight discriminating factor.

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BIOMEDICAL SCIENCES CORPS						
	OVERALL		IPZ		APZ	
	Considered 50	Selected 6	Considered 13	Selected 1	Considered 37	Selected 5
DP	30%	100%	31%	100%	30%	100%
P	70%	0%	69%	0%	70%	0%
Top OPR close-out within 1 Year of board	84%	100%	92%	100%	81%	100%
Top OPR close-out 1-1 1/2 Years of board	14%	0%	8%	0%	16%	0%
Top OPR close-out 1 1/2-2 Years of board	2%	0%	0%	0%	3%	0%
1 Satisfactory R/R year (1 year previous)	98%	100%	100%	100%	97%	100%
2 Satisfactory R/R years (2 years previous)	90%	100%	92%	100%	89%	100%
3 Satisfactory R/R years (3 years previous)	90%	100%	92%	100%	89%	100%
SDE Completed	24%	83%	23%	100%	24%	80%
IDE as Highest DE Completed	40%	17%	31%	0%	43%	20%
BDE as Highest DE Completed	14%	0%	31%	0%	8%	0%
No DE Completed	22%	0%	15%	0%	24%	0%
Masters Degree +	42%	67%	54%	100%	38%	60%
Third Professional Degree	2%	0%	0%	0%	3%	0%
Second Professional Degree	4%	0%	8%	0%	3%	0%
First Professional Degree	38%	33%	31%	0%	41%	40%
Bachelors Degree	14%	0%	8%	0%	16%	0%
MSM or Higher Awarded	58%	83%	69%	100%	54%	80%
AFCM as Highest Award	32%	17%	15%	0%	38%	20%
No Decorations - AFAM or Better	10%	0%	15%	0%	8%	0%
4-level DAFSC (Staff)	2%	17%	0%	0%	3%	20%
3-level DAFSC (Qualified)	94%	83%	92%	100%	95%	80%
1-level DAFSC (Entry)	2%	0%	8%	0%	0%	0%

OVERALL: The select rate for the overall Selected Reserve Colonels Biomedical Sciences Corps Board was 12%.

The six BSC selects all received DPs from their senior raters, had an OPR in the record closing out within one year of the board, and had three consecutive years of satisfactory participation in the last three reported years. Eight other officers who were not selected possessed the same factors.

IPZ: The select rate for those who met this board for the first time was 8%.

The only IPZ select received a DP from the senior rater and completed SDE as well. Only one other IPZ officer considered had a DP and completed SDE.

APZ: The “above-the-zone” select rate was 14%.

The five APZ selects all received DPs from their senior raters, had an OPR in the record closing out within one year of the board, and had three consecutive years of satisfactory participation in the last three reported years. Five other officers who were not selected possessed the same factors.

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MEDICAL SERVICE CORPS						
	OVERALL		IPZ		APZ	
	Considered 33	Selected 7	Considered 14	Selected 6	Considered 19	Selected 1
DP	24%	100%	43%	100%	11%	100%
P	70%	0%	50%	0%	84%	0%
Top OPR close-out within 1 Year of board	82%	71%	79%	67%	84%	100%
Top OPR close-out 1-1 1/2 Years of board	12%	29%	14%	33%	11%	0%
Top OPR close-out 1 1/2-2 Years of board	3%	0%	7%	0%	0%	0%
1 Satisfactory R/R year (1 year previous)	100%	100%	100%	100%	100%	100%
2 Satisfactory R/R years (2 years previous)	100%	100%	100%	100%	100%	100%
3 Satisfactory R/R years (3 years previous)	100%	100%	100%	100%	100%	100%
SDE Completed	33%	100%	50%	100%	21%	100%
IDE as Highest DE Completed	45%	0%	50%	0%	42%	0%
BDE as Highest DE Completed	9%	0%	0%	0%	16%	0%
No DE Completed	12%	0%	0%	0%	21%	0%
Masters Degree +	82%	100%	93%	100%	74%	100%
First Professional Degree	3%	0%	0%	0%	5%	0%
Bachelors Degree	15%	0%	7%	0%	21%	0%
MSM or Higher Awarded	88%	100%	93%	100%	84%	100%
AFCM as Highest Award	12%	0%	7%	0%	16%	0%
Commander Experience	6%	0%	7%	0%	5%	0%
4-level DAFSC (Staff)	45%	14%	36%	17%	53%	0%
3-level DAFSC (Qualified)	55%	86%	64%	83%	47%	100%

OVERALL: The select rate for the overall Selected Reserve MSC Colonels Board was 21%.

The seven selects were the only officers considered who had received a DP from the senior rater, had completed SDE, and had completed an advanced degree.

IPZ: The select rate for those meeting the SelRes MSC Colonels Board for the first time was 43%.

APZ: The above-the-zone select rate was 5%.

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DENTAL CORPS						
	OVERALL		IPZ		APZ	
	Considered	Selected	Considered	Selected	Considered	Selected
	37	6	12	3	25	3
DP	30%	100%	42%	100%	24%	100%
P	68%	0%	50%	0%	76%	0%
Top OPR close-out within 1 Year of board	89%	100%	83%	100%	92%	100%
Top OPR close-out 1-1 ½ Years of board	5%	0%	8%	0%	4%	0%
1 Satisfactory R/R year (1 year previous)	92%	100%	92%	100%	92%	100%
2 Satisfactory R/R years (2 years previous)	92%	100%	92%	100%	92%	100%
3 Satisfactory R/R years (3 years previous)	89%	100%	92%	100%	88%	100%
SDE Completed	22%	100%	25%	100%	20%	100%
IDE as Highest DE Completed	22%	0%	17%	0%	24%	0%
BDE as Highest DE Completed	11%	0%	17%	0%	8%	0%
No DE Completed	46%	0%	42%	0%	48%	0%
Third Professional Degree	3%	0%	0%	0%	4%	0%
Second Professional Degree	14%	67%	8%	33%	16%	100%
First Professional Degree	81%	33%	92%	67%	76%	0%
MSM or Higher Awarded	54%	67%	75%	100%	44%	33%
AFCM as Highest Award	22%	17%	8%	0%	28%	33%
AFAM as Highest Award	11%	0%	8%	0%	12%	0%
No Decorations - AFAM or Better	14%	17%	8%	0%	16%	33%
Commander Experience	3%	0%	0%	0%	4%	0%
3-level DAFSC (Qualified)	97%	100%	100%	100%	96%	100%

OVERALL: The overall select rate for the Selected Reserve Colonels Dental Corps Board was 16%.

All those selected had received DPs, had completed SDE, had an OPR closing out within one year of the board, and had three consecutive years of satisfactory reserve participation in the three reported years prior to the board. Only one other lieutenant colonel had these factors but was not selected.

IPZ: The IPZ select rate was 25%.

APZ: The APZ select rate was 12%.

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CHAPLAINS						
	OVERALL		IPZ		APZ	
	Considered 38	Selected 9	Considered 19	Selected 9	Considered 19	Selected 0
DP	34%	100%	63%	100%	5%	0%
P	66%	0%	37%	0%	95%	0%
Top OPR close-out within 1 Year of board	87%	89%	89%	89%	84%	0%
Top OPR close-out 1-1 1/2 Years of board	11%	11%	11%	11%	11%	0%
Top OPR close-out 1 1/2-2 Years of board	3%	0%	0%	0%	5%	0%
1 Satisfactory R/R year (1 year previous)	97%	100%	100%	100%	95%	0%
2 Satisfactory R/R years (2 years previous)	95%	100%	100%	100%	89%	0%
3 Satisfactory R/R years (3 years previous)	95%	100%	100%	100%	89%	0%
SDE Completed	29%	100%	58%	100%	0%	0%
IDE as Highest DE Completed	21%	0%	16%	0%	26%	0%
BDE as Highest DE Completed	13%	0%	11%	0%	16%	0%
No DE Completed	37%	0%	16%	0%	58%	0%
Masters Degree +	5%	0%	0%	0%	11%	0%
Second Professional Degree	18%	11%	5%	11%	32%	0%
First Professional Degree	76%	89%	95%	89%	58%	0%
MSM or Higher Awarded	79%	100%	84%	100%	74%	0%
AFCM as Highest Award	21%	0%	16%	0%	26%	0%
4-level DAFSC (Staff)	61%	78%	58%	78%	63%	0%
3-level DAFSC (Qualified)	39%	22%	42%	22%	37%	0%

OVERALL: The select rate for the Chaplains Selected Reserve Colonels Board was 24%.

The nine selects had all received DPs from the senior rater, had completed SDE, had completed three consecutive years of satisfactory Air Force Reserve participation, and had a Meritorious Service Medal or higher in the record. There were two other officers who had these same factors but were not selected.

IPZ: The select rate for those who met this board for the first time was 47%.

APZ: No one who was above-the-zone was selected for promotion to colonel.

**FY05 Air Force Reserve Colonel Line and Non-Line
Selected Reserve Mandatory Promotion Board
18-23 October 2004
FACT SHEET**

JUDGE ADVOCATE						
	OVERALL		IPZ		APZ	
	Considered 90	Selected 14	Considered 34	Selected 10	Considered 56	Selected 4
DP	46%	100%	71%	100%	30%	100%
P	54%	0%	29%	0%	70%	0%
Top OPR close-out within 1 Year of board	86%	100%	85%	100%	86%	100%
Top OPR close-out 1-1 1/2 Years of board	10%	0%	9%	0%	11%	0%
Top OPR close-out 1 1/2-2 Years of board	3%	0%	3%	0%	4%	0%
1 Satisfactory R/R year (1 year previous)	96%	100%	100%	100%	93%	100%
2 Satisfactory R/R years (2 years previous)	93%	100%	100%	100%	89%	100%
3 Satisfactory R/R years (3 years previous)	91%	100%	100%	100%	86%	100%
SDE Completed	61%	100%	82%	100%	48%	100%
IDE as Highest DE Completed	22%	0%	12%	0%	29%	0%
BDE as Highest DE Completed	7%	0%	6%	0%	7%	0%
No DE Completed	10%	0%	0%	0%	16%	0%
Second Professional Degree	8%	7%	6%	10%	9%	0%
First Professional Degree	89%	93%	88%	90%	89%	100%
Bachelors Plus	1%	0%	0%	0%	2%	0%
MSM or Higher Awarded	94%	100%	94%	100%	95%	100%
AFCM as Highest Award	4%	0%	6%	0%	4%	0%
No Decorations - AFAM or Better	1%	0%	0%	0%	2%	0%
4-level DAFSC (Staff)	88%	86%	88%	100%	88%	50%
3-level DAFSC (Qualified)	11%	14%	12%	0%	11%	50%
0-level DAFSC (Special Duty)	1%	0%	0%	0%	2%	0%

OVERALL: The select rate for the Judge Advocate SelRes Colonels Board was 16%.

The major significant discriminating factor between those considered and those selected was the Definitely Promote (DP) recommendation given by the senior rater. Those with a DP had a 34% select rate. No one was selected without a DP recommendation.

Completion of SDE followed the DP in significance as a discriminating factor. Those with SDE completed had a 25% select rate.

The only other significant discriminator was the top OPR closing out within one year of the board which earned an 18% select rate.

An MSM in the record and three consecutive years of satisfactory reserve participation in the latest three reported years both emerged as slight discriminating factors.

IPZ: The select rate for those meeting the Judge Advocate board for the first time was 29%.

The major significant discriminating factor was the receipt of a DP recommendation from the senior rater. Those with a DP in the IPZ had a 42% select rate.

Other significant discriminators were completion of SDE, top OPR closing out within one year of the board, and a 4-level (staff) DAFSC. Those with SDE completed had a 36% select rate. An OPR closing out within one year of the board earned a 34% select rate. And a 4-level DAFSC was associated with a 33% select rate.

An MSM in the record was a slight discriminator.

APZ: The APZ select rate for this board was 7%.

The four selects had received a DP from the senior rater, had completed SDE, had an OPR closing out within one year of the board, and had three consecutive years of satisfactory reserve participation in the three reported years immediately prior to the board. Ten other officers in the APZ possessed the same factors.